

GOVERNMENT OF TELANGANA

ABSTRACT

Labour, Employment, Training & Factories Department - The Minimum Wages Act, 1948 – Revision of minimum rates of wages in the Employment in “Any Tanneries and Leather Manufacturing” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.RT.No. 464

Dated: 14/09/2015

Read the following:

1. G.O. Ms. No 38, LET & F (Lab-II) Department, Dt.31.03.2009, Labour, Employment, Training and Factories (Lab.II) Department, published in Gazette No. 25, Dated 22.01.2010.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H/2492/2015, Dated:23.06.2015.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

HARPREET SINGH
SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:-

The PS to Minister (Labour & Employment)

The Law (B) Department.

The P.S. to Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

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PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification payable to the each category employees specified in the corresponding entry in column (2) thereof and employed in the employment in “Any Tanneries and Leather Manufacturing” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948) which is proposed to make in exercise of the powers conferred by sub-section(1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana, through the Commissioner of Labour, Telangana, Hyderabad.

SCHEDULE

ANY TANNERS AND LEATHER MANUFACTURING					
Name of the Category				Basic wage proposed in the Draft Notification at 1169 CPI points	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2			3	4
		UNIT OF WORK			
		GOAT SKIN	SHEEP SKIN		
1	Soaking	200	200	255.30	0.26
2	Bandam (Painting)	200	200	255.30	0.26
3	Mudicar (Unhairing)	150	150	255.30	0.26
4	Challa (Fleshing)	60	60	255.30	0.26
5	Madchal (Scudding)	12	16	255.30	0.26
		(6 Scudding & 6 Fleshing)	(8 Scudding & 8 Fleshing)		
6	Aurkam (First Beaming)	60	80	255.30	0.26
7	Pattaship (Second Beaming)	100	100	255.30	0.26
8	Kadakship (Myrobing)	100	100	255.30	0.26
9	Tolship (Oiling)	100	100	255.30	0.26
10	Ghota (Hand setting)	100	100	255.30	0.26
11	Trimmer	50	50	255.30	0.26
12	Round cutting	100	100	255.30	0.26
13	Chouka (Picking of wood)	100	100	255.30	0.26

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II. MINIMUM WAGES FOR WORKERS EMPLOYED IN TANNERIES					
Sl. No.	Name of the Category			Total Wage	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2			3	4
	UNIT OF WORK				
		Buffalow	Cow Hide		
1	Soaking	25 (Weighing 410 Kgs to 455 Kgs)	50 (Weighing 410 Kgs to 455 Kgs)	255.30	0.26
2	Dehairing	20 8 1/3 (100 to 12 Uts)	40 16 1/3 (100 to 6 Uts)	255.30	0.26
3	Fleshing			255.30	0.26
4	Challa (Shaving or Mudikar Fleshing)	5	10	255.30	0.26
5	Charke	11 1/4	25	255.30	0.26
6	Pattasips (Second)	11 2/7	28 1/2	255.30	0.26
7	Murkul (Squessing Beaming)	33 1/3	66 2/3	255.30	0.26
8	First Myrobolan	14 2/7	28 1/4	255.30	0.26
9	Second Myrobolan	14 2/7	28 1/4	255.30	0.26
10	Talship (Oiling)	10 1/4	21	255.30	0.26
11	Augatla	25	50	255.30	0.26
12	Ghota (Shipping of Glazing or Thana Hand Setting)	6	10	255.30	0.26
13	Trimming	50	100	255.30	0.26
Sl. No.	Name of the Category			Total Wage	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2			3	4
	UNIT OF WORK				
	Buffalow	Cow Hide	Calf Hide		
14	Linning (Handling)	8 (Pits 1 Ut each unit containing 25 Buffalow Hides)	8 (Pits 1 Ut each unit containing 50-40 Cow Hides)	255.30	0.26
15	Bark Pits	--do--	--do--	255.30	0.26
16	Myrobolan Pits	--do--	--do--	255.30	0.26
17	Bundling	--do--	--do--	255.30	0.26
18	Unhairing	---	---	255.30	0.26
19	Round cutting	---	---	255.30	0.26
20	Chowka (Picking of-wool)	---	---	255.30	0.26
1	Manager			13494.80	11.52
2	Assistant Manager / Executive			12584.80	10.74
3	General Foreman/ Electrical Engineer / Civil Engineer/ Technician			11910.80	10.16
4	Foreman			11003.80	9.39
5	Security Officer			10547.80	8.98
6	Assistant Foreman / Sorter			10312.80	8.8
7	Senior Supervisor / Supervisor Grade-A			10094.80	8.61
8	Accountant / Superintendent / Senior Sales Assistant			9857.80	8.41

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9	Senior Assistant / Supervisor Grade-B	9404.80	7.98
10	Senior Dock Runner / Boiler Operator	9184.80	7.83
11	Electrician/ Machine Operator/ General Operator/ Welder/ Store Keeper	8948.80	7.63
12	Supervisor Grade-C/Clerk/Computer Operator / Fitter	8495.80	7.24
13	Maistries	8275.80	6.98
14	Trainee Supervisor/ Watchman/ Misc. workers/ Office Boy/ Helper/ Attender/ Sweepers/ Scavenger/ Cartman	7949.80	6.78

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 1169 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 1169 points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. One unit of work is to be guaranteed to every worker every day subject to minimum of Rs. 7949.80/- per month.
2. For 1st unit to work Rs.255.30 payable and every extra unit of work Rs. 175/- shall have to be paid.
3. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
4. Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
5. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
6. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
7. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
8. For categories in the employments of Security Services and Safai Karmacharis, Driver in Public Motor Transport the minimum wages fixed/revised in the respective employments shall be applicable.

HARPREET SINGH
SECRETARY TO GOVERNMENT